

**NOTICE OF RIGHTS THAT YOU MAY BE ENTITLED TO COMPENSATION IN THE
CASE OF BRADLEY, ET AL. V. COMMONWEALTH OF MASSACHUSETTS, ET AL.,
U.S. DISTRICT COURT, CIVIL ACTION NO. 05-CV-10213-PBS.**

As a result of a court case entitled Bradley, et al. v. Commonwealth of Massachusetts, et al., U.S. District Court, Civil Action No. 05-CV-10213-PBS, you have been identified as a person who may be entitled to back pay in connection with your hiring as a police officer or firefighter in the Commonwealth of Massachusetts. In order to receive your share of back pay/compensation, you must fill out the enclosed simple form and return it to counsel for the plaintiffs at the address listed below. This information will not be used for any purpose other than to calculate the amount of compensation that you are owed.

This class action case was brought in federal court challenging the 2002 and 2004 statewide entry-level firefighter examination, and the 2003 and 2005 police officer entry-level examination commonly known as the civil service examination. A trial in this matter was held in federal court in the spring of 2006, and the court has entered several orders finding the firefighter examination to have a discriminatory effect upon minority test takers. The parties have reached a proposed settlement agreement which is intended to effectuate and further the court's rulings and apply those rulings to the 2003 and 2005 police officer exams, as well as the 2002 and 2004 firefighter exams.

You have been identified as an individual who was hired as a police officer or firefighter for a municipality within the Commonwealth of Massachusetts, but whose hiring may have been delayed because of your score on said examination. Further, you have been identified as an individual who may have been hired earlier had the examination not had a disparate impact on minority candidates.

As a result of the court's decision in this case, the parties have entered into a proposed settlement agreement which would provide compensation to you for this delay in an amount that will be calculated based upon the months your hiring was delayed and the number of individuals making claims.

In your case, a preliminary estimate is that you will be entitled to approximately \$_____ (minus required withholdings and deductions).

You have a right to object to this settlement. If you wish to object to the settlement you should write to counsel for the plaintiffs at the address listed below and we will inform the court of your objection. In addition, whether you object or wish to participate in the settlement, you should fill out the claim form enclosed with this notice and return it to the undersigned. If you would prefer to have this information provided to you by email and respond by email, you may do so by contacting us at lfortin@prle.com. If you have any questions or concerns, please contact Lisa Fortin at Pyle, Rome, Lichten, Ehrenberg & Liss-Riordan at the address and telephone number stated below.

Harold L. Lichten
Shannon Liss-Riordan
Attorneys for Plaintiffs
Pyle, Rome, Lichten, Ehrenberg & Liss-Riordan, P.C.
18 Tremont St., Ste. 500
Boston, MA 02108
(617) 367-7200